# Index

*Volume 25 • 2000*

## *Author*


Gary A. Amelio ..... September, p. 15
Alan H. Auerbach ..... September, p. 45
Alan D. Biller ..... September, p. 48
Michael M. Briley ..... March, p. 25
Amy M. Byrd ..... September, p. 15
Krista Chamberlain ..... March, p. 3
Robert F. Clark ..... December, p. 44
Denise M. Clark ..... September, p. 37
Julie Burbank Coleman ..... June, p. 25
John P. Cookson ..... March, p. 15
Christopher H. Coulter, CEBS ..... December, p. 28
Scott W. Darling ..... March, p. 32
Bernard DiFiore ..... September, p. 9
Thomas S. Ferguson ..... September, p. 28
Marc Gertner ..... March, p. 25
Richard D. Glass, CEBS ..... June, p. 19
Brian F. Goebel ..... June, p. 31
Patricia A. Hackett ..... September, p. 15
Steven L. Halterman, CEBS ... June, p. 9, September, p. 3
Charles L. Hartwig, CEBS ..... September, p. 28
Linda J. Havlin ..... September, p. 28
Stanley L. Iezman ..... March, p. 32
Kenneth R. Jacobsen ..... September, p. 21
Mark K. Johnson ..... December, p. 38
J. Sean Kenney ..... March, p. 12
John G. Kilgour ..... March, p. 37
Alex Klikoff ..... September, p. 48
Eric Larson ..... December, p. 33
Stephen LoJacono ..... December, p. 48
Timothy W. Marlow ..... March, p. 3
Jon J. Meyer ..... June, p. 3
Gaelyn Mitchell ..... June, p. 42
Ira R. Mitzner ..... June, p. 45
Brian B. Murphy ..... December, p. 38
Mark C. Nielsen ..... September, p. 37
Robert D. Perussina ..... June, p. 15
Oren Renick ..... March, p. 3
Anne Ritter ..... December, p. 3
Julian Romeu ..... December, p. 24
Christopher Ryan ..... December, p. 18
Brian J. Schade ..... March, p. 3
Steven E. Schanes ..... March, p. 23
Timothy J. Stanton ..... December, p. 9
Terese Steinbach ..... March, p. 9
Charles A. Storke ..... June, p. 25
Elizabeth E. Vollmar ..... June, p. 36
David L. Wolfe ..... December, p. 9
W. Paul Zorn ..... December, p. 38


Find These Articles
on the IFEBP Web Site

The full text of these articles, as well as complete issues of *Employee Benefits Journal* and other IFEBP periodicals for the last two years, is available in the Members Only section of the IFEBP Web site—**www.ifebp.org/members/mopublst.asp.**

## *Subject*


**Benefits for Small Businesses**

Retirement Plan Technology Delivers Big Benefits to Small Business
*Robert F. Clark* ..... December, p. 44

Self-Funding Health Insurance for Small Employers: Is It the Right Way to Go?
*Steven L. Halterman, CEBS* ..... September, p. 3

Small Business No Longer Has to Mean Small Benefits
*Bernard DiFiore* ..... September, p. 9

**Disability Management**

Legal Liability Under an IDM Program
*David L. Wolfe and Timothy J. Stanton* ..... December, p. 9

Total Absence Management: Practical Solutions to Prevent and Minimize Employee Absence
*Anne Ritter* ..... December, p. 3

**Flexible Benefit Plans**

Employee Self-Service Enables Employees to Leverage Benefits and Become Self-Sufficient
*Robert D. Perussina* ..... June, p. 15

Functional Flex: Maximum Benefits Flexibility With Minimal Cost and Administration
*Steven L. Halterman, CEBS* ..... June, p. 9

The Future of Flexible Benefit Plans
*Jon J. Meyer* ..... June, p. 3

**Health Care Benefits/Cost Management**

Delivering Health Care Benefits: Staying Focused on Real Solutions
*Thomas S. Ferguson, Charles L. Hartwig, CEBS, and Linda J. Havlin* ..... September, p. 28

Examining and Embracing the Value of Coalition Participation
*J. Sean Kenney* ..... March, p. 12

Health Benefits: Employer Liability and the Need for Change
*Christopher H. Coulter, CEBS* ..... December, p. 28

Health Care Cost Trends . . . and Implications for Employer Benefit Strategies
*John P. Cookson* ..... March, p. 15

Managed Care in Flux: Strategies for the Current State
*Kenneth R. Jacobsen* ..... September, p. 21



Register today!

**Specialized Courses**

IFEBP Employee Benefit Training Center
Brookfield, Wisconsin

| | |
|---|---|
| April 30-May 1 | **Managing Vendor/ Partnering Relationships** |
| May 2-3 | **Advanced 401(k) Course** |
| October 22-23 | **Benefit Communication Strategies** |

As an experienced benefits professional, you already know the essentials. The new economy demands new business approaches and new skill sets. We've kept an ear to the ground for what's current in corporate benefit issues and designed a two-day course around each of these topics.

Designed for experienced professionals who specialize in benefits and/or have related benefits responsibilities, these Specialized Courses will give you the continued professional education you've been looking for.

International Foundation
OF EMPLOYEE BENEFIT PLANS

For more information, call (888) 33-IFEBP, option 2, visit our Web site at www.ifebp.org or receive faxed information by calling (888) 217-5960 and request document #00120.

Preparing Taft-Hartleys for the 21st Century: Health Care Leads List of Challenges for Plan Administrators
*Brian F. Goebel* ..... June, p. 31

The Searchers: How Consumers Can Find Cost-Effective, Quality Health Care
*Oren Renick, Krista Chamberlain, Timothy W. Marlow and Brian J. Schade* ..... March, p. 3

Workplace Strategies for Removing Obstacles to Employee Health
*Terese Steinbach* ..... March, p. 9

**Investment of Plan Assets**

Does Private Equity Have a Role in Your Portfolio?
*Alan D. Biller and Alex Klikoff* ..... September, p. 48

Investment Education or Advice? That's the Wrong Question to Ask!
*Richard D. Glass, CEBS* ..... June, p. 19

Pension Fund Real Estate Investments: The Role of the Qualified Professional Asset Manager (QPAM): A Primer for Trustees
*Stanley L. Iezman and Scott W. Darling* ..... March, p. 32

Trending Toward Participant Direction in the Taft-Hartley World: The Need for Participant Education
*Gary A. Amelio, Amy M. Byrd and Patricia A. Hackett* ..... September, p. 15

**The Legal and Legislative Environment for Benefits**

COBRA: Managing the New Problems
*John G. Kilgour* ..... March, p. 37

Exclusions of Infertility Treatment in the Aftermath of *Bragdon v. Abbott*
*Denise M. Clark and Mark C. Nielsen* ..... September, p. 37

Legal Decisions Affecting Pension Plans
*Ira R. Mitzner* ..... June, p. 45

Qualified Medical Child Support Orders—California Health Insurance Coverage Assignment Orders—National Medical Support Notices: What's a Plan Administrator to Do?
*Julie Burbank Coleman and Charles A. Storke* ..... June, p. 25

The Role of an Independent Counsel in ERISA Fiduciary Liability Litigation
*Marc Gertner and Michael M. Briley* ..... March, p. 25

A&S Provides ***HEALTH CARE STRATEGIES*** that WORK!

- ***COST CONTAINMENT*** - Don't pay retail for non network claims!
- ***NETWORK MANAGEMENT*** - ONE Network is NOT enough for multiple locations!!!
- ***DATA INPUT*** - We save you **MONEY** by entering information from HCFA's and UB92's!

Call A&S Financial Services for ***HEALTH CARE STRATEGIES*** at (800) Med -Well

**Public Employee Benefit Plans**

Liquidity-Related Plan Asset Issues
*Brian B. Murphy, Mark K. Johnson and W. Paul Zorn* ..... December, p. 38

**Social Security**

In Defense of Social Security
*Steven E. Schanes* ..... March, p. 23

**Topics in Benefit Plan Design and Administration**

Avoiding the Pitfalls in Selecting and Implementing a New Computer System
*Alan H. Auerbach* ..... September, p. 45

Employee Retention—What Can the Benefits Professional Do?
*Christopher Ryan* ..... December, p. 18

Group Term Life Insurance
*Elizabeth E. Vollmar* ..... June, p. 36

Mildly Ill/Backup Child Care: A Benefit for Employees and Employers
*Stephen LoJacono* ..... December, p. 48

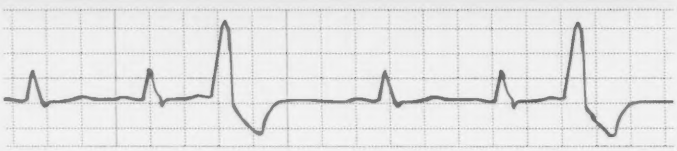
MNT: An Innovative Employee-Friendly Benefit That Saves
*Eric Larson* ..... December, p. 33

**Voluntary Benefits**

E-Benefits—Taking It Online
*Gaelyn Mitchell* ..... June, p. 42

Worldwide Business Trends Create New Leverage for Voluntary Benefits
*Julian Romeu* ..... December, p. 24

**Don't have a Heart Attack over the cost of Administering Health Insurance**



**Group Health Insurance Administration System**

**Workers' Compensation Administration System**

**Document Wizard® Image Management System**

**USSI-e-Solutions**
- Internet Applications
- Integration of e-Commerce with Legacy Systems

United Systems and Software, Inc. has provided high quality software, custom programming, and consulting services to Taft-Hartley funds, Self-Insured companies and TPAs since 1979.

For more information, please contact:
Mr. David Franze
P.O. Box 945060
Maitland, Florida 32794-5060
(407) 875-2120 ext. 107
dfranze@ussincorp.com

Or visit our web site: www.ussincorp.com

United Systems and Software inc.